

CITY OF CHULA VISTA PROPOSAL TO IAFF
REGARDING PROFESSIONAL ENRICHMENT

PROPOSAL #____
DATE: March 12, 2014

PROPOSALS:

The City submits the instant proposal regarding professional enrichment

CURRENT LANGUAGE:

ARTICLE 2.13 PROFESSIONAL ENRICHMENT

Employees represented by Local 2180 are eligible to participate in the City's Professional Enrichment Program. The Professional Enrichment Fund allotment for Local 2180 is \$35,000 each fiscal year. Employees are eligible to receive up to \$1,000 per fiscal year for Professional Enrichment. Funds may be used at any time during the fiscal year. Fiscal year reimbursement under the City's Professional Enrichment Plan will be closed the second Thursday in June. Employees may request professional enrichment expenses in accordance with state and federal law. Employees must receive approval from the Fire Chief, Deputy Chief(s) or their Battalion Chief and the City Manager's designee before funds may be claimed for reimbursement. Reimbursements are on a first come, first serve basis until the annual allotment of funds has been exhausted. If more than 35 unit employees apply for Professional Enrichment reimbursement, the annual allotment shall be increased the following fiscal year to an amount equal to the product of \$1,000 times the number of applicants in the proceeding year.

CONCERN:

The City seeks to ensure that Professional Enrichment is used on educational activities that are related to the employee's current job or career path with the City.

PROPOSAL:

ARTICLE 2.13 PROFESSIONAL ENRICHMENT

Employees represented by Local 2180 are eligible to participate in the City's Professional Enrichment Program. To qualify as a reimbursable expense, the employee must demonstrate a nexus to their current job or career path. Requests for professional enrichment must be approved by their immediate supervisor, battalion chief, Deputy Chief, Fire Chief, and City Manager designee, prior to any expense being incurred, and under the following terms:

- The training needs/requests are identified in performance goals; and
- The training is to improve current skills or help in career advancement; and

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- The Employee is to report out/follow-up after the training, as requested by their Supervisor. Prior to the training, the employee and supervisor shall meet and discuss if and how the employee will report out/follow-up. If the employee and supervisor do not agree on how to report out, their Battalion Chief shall decide and such decision shall be final. Types of reporting out/follow-up may include, but are not limited to, writing a “white paper” on the subject or subjects taught, presenting a presentation to their crew; or discussing the course with their supervisor.

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The Professional Enrichment Fund allotment for Local 2180 is \$59,000 each fiscal year. Employees are eligible to receive up to \$1,000 per fiscal year for Professional Enrichment. Funds may be used at any time during the fiscal year. Fiscal year reimbursement under the City’s Professional Enrichment Plan will be closed the second Thursday in June. Employees may request professional enrichment expenses in accordance with state and federal law. ~~Employees must receive approval from the Fire Chief, Deputy Chief(s) or their Battalion Chief and the City Manager’s designee before funds may be claimed for reimbursement.~~ Reimbursements are on a first come, first serve basis until the annual allotment of funds has been exhausted. ~~If more than 35-unit employees apply for Professional Enrichment reimbursement, the annual allotment shall be increased the following fiscal year to an amount equal to the product of \$1,000 times the number of applicants in the proceeding year.~~

Professional Enrichment may be used for Professional Enrichment dues. Eligible Professional Associations shall me determined by mutual agreement and placed on an authorized list. If there is any disagreement, the final decision shall be made by the Human Resources Director. However, dues for CPF and IAFF or other similar entities shall not be eligible for reimbursement.

RESULTS:

The changes ensure that Professional Enrichment is used for educational purposes that have a link to the employee’s current job or career path, which benefits the City.